

# POLICE CAPTAIN BENEFIT SUMMARY SHEET

## FRINGE BENEFITS AND WELLNESS

---

- **CAFETERIA PLAN**  
\$553.19/month towards medical plan plus additional medical premium if eligible
- **DENTAL INSURANCE**  
Employer paid family coverage
- **EMPLOYEE ASSISTANCE PROGRAM (EAP)**  
Available to employees and dependents
- **VISION PLAN**  
Employer paid for employee only  
Dependents may be added at additional cost
- **LIFE INSURANCE**  
\$50,000 policy paid by City
- **ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE**  
Covered accident/injury/loss up to \$52,000  
Work-related accident up to an additional \$50,000
- **SHORT/LONG TERM DISABILITY (STD/LTD)**  
City contributes to BPOA disability plan
- **PROFESSIONAL DEVELOPMENT**  
\$43.75/month
- **MEDICARE COVERAGE**  
Provided for employees hired after April 1, 1986

## RETIREMENT BENEFITS

---

- **RETIREMENT - PERS**  
**3.0% @ 50 OR 2.0% @ 50 up to 2.7% @ 57**  
(depending on PERS membership date and City hire date)  
City pays a portion of Employee Contribution and reports the portion the City pays as Special Compensation for retirement purposes only
- **RETIREE MEDICAL TRUST**  
\$50.00/pay period employee contribution  
\$50.00/pay period City contribution
- **VOLUNTARY EMPLOYEES BENEFICIARY ASSOCIATION (VEBA)**  
1.5% of base salary/month and 100% of the cash out value of sick leave at time of retirement
- **RETIREE HEALTH SAVINGS (RHS)**  
50% of eligible accrued leave deposited into RHS account at separation
- **\$457 DEFERRED COMPENSATION PLAN**  
City matches \$457 deferred compensation employee contribution up to \$75.00/month

## VACATION AND HOLIDAYS

---

- **UNIVERSAL LEAVE**  
Less than 5 years of service....16.167 hours/month  
5-14 years of service.....19.500 hours/month  
15+ years of service.....22.834 hours/month  
Cash out up to 225 hours/year; Department Head may grant an additional 40 hours of Universal Leave per calendar year.
- **HOLIDAYS**  
10 days fixed

## SICK LEAVE AND OTHER LEAVES OF ABSENCE

---

- **BEREAVEMENT LEAVE** 3 days/eligible death
- **JURY DUTY** Unlimited
- **MILITARY LEAVE**  
30 paid calendar days/year per Military & Veterans Code; plus up to one year difference between City/military pay
- **MATERNITY LEAVE**  
16 weeks unpaid leave  
(must supplement with paid leave if available)
- **FAMILY MEDICAL LEAVE & CALIFORNIA FAMILY RIGHTS ACT (FMLA & CFRA)**  
12 weeks unpaid leave in a 12 month period  
(must supplement with paid leave if available)

## MISCELLANEOUS

---

- **UNIFORM ALLOWANCE**  
\$1,000/year
- **BILINGUAL BONUS**  
\$100.00/month
- **WORK SCHEDULE**  
Flexible based on assignment & department needs
- **ADDITIONAL PAY FOR POST CERTIFICATES**
- **TUITION REIMBURSEMENT**  
75% up to \$3,200/fiscal year

THIS IS PROVIDED AS A SUMMARY OF BENEFITS AND DOES NOT CONFER ANY RIGHTS UPON ANY EMPLOYEE. PLEASE REFER TO THE APPROPRIATE RESOLUTION FOR A MORE DETAILED DISCUSSION OF THESE BENEFITS.